FILE TITLE/NUMBER/VOLLME: Flick, Charles E. INCLUSIVE DATES: 25 Jan 1951 - 29 June 1973 CUSTODIAL UNIT/LOCATION: 0P ROOM: 5 E 13 DELETIONS, IF ANY: DATE RETURNED (PRINT NAME) REVIEWING OFFICIAL RECEIVED RETURNED (PRINT NAME) REVIEWING OFFICIAL	Flick, Charles E. 1951 - 29 June 19 0P 5E13 REVIEWED BY	SIGNATURE OF
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SECRET WENT 25 July 1957 (Date)

MEMORALDUM FOR: Chief, Records . Services Division Office of Personnel

THROUGH

14-00000

: Personnel Security Division

Office of Security

SUBJECT

Charles Ellsworth FLICK

1. Cover arrangements have been completed for the above named subject.

2. Effective <u>immediately</u>, it is requested that your records be properly (blocked) (pro-operate) to (deay) immediately (anthousedope) subject's current Agency employment by an external inquirer.

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Chief, Official Cover : Liaison, CCB

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21 July 1959

File: K-6484

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

14-00000

Charles E. FLICK

1. Cover arrangements monocomponence bave been completed for the above-named Subject.

2. Effective 1 July 1959 , it is requested that your records be properly blocked appeared to deny actions Subject's current Agency employment to an external inquirer.

IS PAUL P. STEWART

HARRY W. LITTLE, JR. Chief, Central Cover Division

ce: SSD/OS

3 0 AUG 1963

MEMORANDUM FOR: Secretary, C3/C3 Agent Panel

SUBJECT:

14-00000

Recommendation for Promotion to Grade G8-13

Charles E. FLICK

1. Entered on duty with CIA in 1951.

After brief service in Tokyo he performed a variety of functions with different staffs and divisions, thus acquiring broad experience. Since June 1960 he has been on assignment in Mexico City.

- 2. In Mexico, 2 is still the manager of a large technical installation with over thirty employees. The production of the operation is tremendous and it is generally conceded to be the most successful thing of its kind. He manages its international staff smoothly, and all problems that arise are solved on the local scene. Security has been maintained faultlessly. The local scene. Security has been maintained faultlessly. It is a bluff, hearty, confident man without a worrisome fibre in his make-up. He will undertake anything. He has been in grade for five and a half year.
- 3. It is recommended that the premoted to grade 08-13.

. C. KIN

Western Hemisphere Division

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MEMORANDUM FOR: Chief, Western Hemisphere Division

SUBJECT

14-00000

Notification of Approval of Quality Step
Increase - Charles & Flick

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

- 2. The salary increase accomplished by the award of a Quality Step Increase is important and tangible evidence of the esteem in which the employee so recognized is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory officials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.
- 3. Acknowledging that cover problems may severely limit the manner in which this notice is presented to the employee concerned, may I ask that you arrange to have it presented with such ceremony as is appropriate to his status and assignment.

Robert S. Wattles Director of Personnel

1 6 MAR 1965

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

Recommendation for Promotion to Grade GS-13

Charles Flick

1. WH Division fully endorses the strong recommendation made by Chief of Station, Mexico, for the promotion of Arnold F. from GS-12 to GS-13.

2. The project supported by during the last five years is considered a model in the Agency and a good deal of the credit for such excellence is due to this officer, whose management of the project for a prolonged poriod of time has been well in excess of that required of a GS-13.

3. Subject is 46 years old and has been in grade as a Gs-12 for the past seven years.

Desmond FitzGerald

Chief

Western Hemisphere Division.

approved May 1965

VIA SITE

CLASSIFICATION MARKED FOR INDEXING NO INDEXING REQUIRED ONLY QUALIFIED DESK CAN JUDGE INDEXING FROM MICROFILM SUBJECT <u> Annirl Fitress</u> ACTION REQUIRED - REFERENCES ACTION: See Below Ettached are copies of an Annual Fitness Report on who is cutside case officer and technician for Project LIEINCY. 2. Chief of Station again strongly urges that this officer be no oted to 66-13 irradiately. It is not just, in the opinion of Chief of Station, Exico City, to penalize an officer who is given an assignment as a "specialist" (in this case a "tennician") and not promote him as would be the case of a regular case officer. 3. Chief of Station, Pexico City, has repeatedly recommended and unged the promotion of the common Pitness Report and letter of transmittal of 16 January 1964 (2001-4299). This request for production is repeated. Attachment: As stated above (h/w) Distribution: J3 - 1711,51/25t3 CROSS REFERENCE TO DISPATCH SYMBOL AND NUMBER DATE HTT -5140 1:11. 13 January 1965

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EYES ONLY

8 November 1963

MENORANDUM POR: Secre

Secretary, Agent Penel

SUBJECT:

Promotion of

REFERENCE:

Memorandum for: Secy, Agent Panel, dated 30 Aug. '63, Subject: Hominations of Staff Agents for Promotion to Grade G8-13

- 1. On 30 August 1963 a memorandum recommending the promotion of the staff Agent Panel supporting the WH Division semi-annual ranking of GS-12 Staff Agents. In view of recently received information, I feel even stronger now that this employee is deserving of recognition by promotion at this time.
- 2. A representative of the FI Staff has just returned from a visit to the Mexico City Station and reports that it is performing exceedingly well on the duties and responsibilities assigned to him. I as very gratified to hear this news and believe that it should be considered significantly by the Staff Agent Panel.

C King Chief,
Western Headsphere Division

That he proceed

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"PAY ACJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED. AND DCI DIRECTIVE DATED OB OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

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BJT: 17 MAY 67 ... NOTIFICATION OF PERSONNEL ACTION **XXB** 1. SERIAL BUMBIR Flecti Chan 000830 A EFFECTIVE DATE | S. CATEGORY OF EMPLEMENT 3. NATURE OF PERSONNEL ACTION MC DA VR DESIGNATION AS PARTICIPANT IN CIA กร กา 67 REGULAR RETIREMENT AND DISABILITY SYSTEM 7. Financial Analysis No. Chargouble | 8 CSC DR CINER LEGAL ANTHORITY FUNDS (F TQ V CF TO CF 7135 0990 0000 PL 88-643 SECT. 203 10. LOCATION OF OFFICIAL STATION 9. ORGANIZATIONAL DESIGNATIONS MEXICO CITY, MEXICO DDP/WH II. POSITION TITLE 12 POSITION NUMBER 13 SERVICE DEDICATION D 14 CLASSIFICATION SCHEDULE IGS 18 etc 1 IA SEADE AND STEP IT SALARY TO BATE 15 OCCUPATIONAL SERIES 13 18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF 2 3 WAY 1567 RV THIS DESIGNATION. | SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL
| 19 ACTION | 70 Employ | 21 OFFICE COUNC | 22 STATICH | 23 INTEREST | 24 STATICH | 25 DATE OF STETH | 25 DATE
| CODE | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code | Code ZA PATE OF HER 27 SPECIAL 30 SELECTION DATA 31. SEPARATION IN CRESCIPAL CANCELLATION DATA
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*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF FL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1967."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

NAME

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

14-00000

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE			Per A	nnum	Rate.	s and	Steps			
GRADE -	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2		3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4;005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530		5,830
GS- 5	5.000	[5,165]	5,330	5,495					[6,320]	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800		7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,0 50		7,450		7,850
GS- 8	6,630	6,850	7,070	7,290	7,510			8,170	8,390	8,610
GS-9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	-8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520		10,060	
GS-11	8,650	8,945	9,240	9,535			10,420			
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	13,740	19,310	19,880	20,450	21,020 3	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520[24,175	
GS-17					24,445			[
GS-18 :	24,500									

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Later :

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NOTIFICATION OF PERSONNEL ACTION I have (applied any one give hand initiality) and suphames 2. DATE OF BIRTH 3. JOURNAL OR ACTION NO. 4. DATE 04/12/19 17 June 1960 This is to notify you of the following action affecting your employment: & EFFECTIVE DATE 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY S. HATURE OF ACTION (USE STANDARD TERMINOLOGY) 12 June 1960 EXCEPTED APPOINTMENT (STAFF AGENT) 50 USCA 4031 FROM S. POSIÇIÓN TITLE Ops Officer 8120 9. SERVICE, SERIES, GRADE, SALARY GS-0136.01-12 \$8570.00 p/a DDP/WH 10. ORGANIZATIONAL DESIGNATIONS Branch 3 Maxico City, Mexico Station Project: LIENVOY IL HEADQUARTERS Mexico City, Mexico DEPARTMENTAL XX FICLO JATKBUTRAGEO 12. FIELD OR DEPT'L 13. VETEBAN'S PREFERENCE 14. POSITION CLASSIFICATION ACTION-NONE WIND OTHER S-PT 19-POINT NEW VICE LA REAC SD:D 17 SUBJECT TO C S. PETIREMENT ACT 18 DATE OF APPRIATE TO LEGAL RESIDENCE In APPROPRIATION CLAIMED [] PATES 0135-5701-5170 DOG: 03/09/58 CSEOD: CL/16/51 LCD: CL/16/51 SCD: 03/16/41 TO THE STATE OF TH FUR DIRECTOR OF PERSONNEL THANCE PERFORMANCE RATING: . 21 SIGNATURE OF OTHER AUTHENTICATION

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CAREERIP	ROVISIONAL (See Insin	uctions - Section C)	XX	ANNUAL		REASTIONME!	T ##FLOY
SPECIAL (S	pacity):			SPECIAL (Spe	c(17):	·	
II. DATE REPORT	DUE IN O.P.			FPORTING PER			1051
	· · · · · · · · · · · · · · · · · · ·				1971 -	31 October	1971
SECTION B		PERFORMAN					
W-Marginal P-Proficient	could range from coun or proposed in Section Performance is deficien taken or recommended	t in some aspects. The reason	placing or	n probation, to re	posignment or	to separation. Describe	action take
S-Strong	Performance is charact	erised by exceptional profici	ency.			•	
O-Outstanding	Performance is so except work as to warrant spec	tional in relation to requirem	ents of the	wuit and in com	parison to the	performance of others d	loing similar
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SECTION C HARRATIVE COMMENTS

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The ratings given in this report are not meant to indicate a change in Subjective Control of the control of the complete suggests and the control of the

The ratings given this report are not meant to indicate a change in Subject's overall fitness and effectiveness in this operation, but rather, a reflection of the reporting efficer's interpretation of the letter grades themselves. Subject continues to do an impressive job in a task that to fimost would be far from personally rewarding and often very frustrating.

The equipment which he maintains is for the most part at least ten years old and requires constant maintenance and the use of improvised parts. Subject has used his ingenuity and sense of responsibility to improvise and keep the operation going. There has yet to be, to our knowledge, a moment when operations have been suspended due to his inability to keep the equipment going. This in itself is an act worthy of recognition.

Subject has nover missed a meeting nor has he ever complained about special meetings or special assignments due to operational necessity. He is often the first to call the attention of the Station to matters of operational interest which occur outside the normal working day.

of operational interest which occur outside the normal working day. Subject has always been aware of the Stations equities in this operation which transcend the operational and technical aspects. He has always demonstrated this awareness in his dealings with his local counterparts. They have personal respect for Subject and count him as one of themselves in all respects.

SECTION D	CERTIFICATION AND CO	MUSH 12
•	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A. B	LAND COF THIS REPORT
7 December 1971	SIGNATURE OF EMPLOYEE	
	BY SUPERVISOR	and a series of the series of
CHTHS CHPLOVEE HAS BEEN NOTE MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYER, GIVE EXPLANATION
ATE	OFFICIAL TITLE OF SUPERVISOR	TOPED ON PHINTED NAME AND SIGNATURE
7 December 1971	Operations Officer	/8/
	BY REVIEWING OFFICE	A.
18	OFFICAL VITAE OF BENJER NEW CO.	The regular of area was successful and the second of the s
7 December 1971	Chief or Station	

(continued)

He has frequently been made privy to matters which would not normally be revealed to the Station or come to the Station's attention in the routine way. This is due to his closeness to the indigenous personnel connected with the operation and their acceptance of his "in" with the powers that be.

Overall, Subject contributes in a very strong way to the operation. Without him the operation and the resulting relationships may well have been lost some years ago. It is hoped that his personal desires will lead him to remain with the project for some years to como.

Reviewing Comments:

'I agree to all of the above. Those who are unaware of it should know that subject spent many years, until last January, having to work with an unpleasant, venal, untruthful, and lazy supervisor of the operation. (The new president fixed him.) Subject went through those years of unpleasantness without ever losing sight of the agency's needs. Now, circumstances are more pleasant but subject is as keen as ever to be sure that the work is done in a way responsive to our requirements. He has done fine work over the years and he maintains the same high standards for his own performance and this influence carries over to his Mexican opposite number. I am convinced as ever that he deserves a promotion as he has in the past. He has been six-and-a-half years in grade since 23 May 1965, to be exact. We are putting such a recommendation forward. (Please note that he is being given an overall S. In past years he was given "O's". The change is not in his performance, which is as fine as ever. We simply are not throwing O's around.)

FITNESS REPORT **2,006830** SECTION A GENERAL TO DATE OF BIRTH IS 12 Apr 19 M GS-13E FICIAL POSITION TARKE B. CHREEN'S STA DDP/WH/1 Operations Officer Mexico City CHECKINITIME OF RE P. CHECK INI TYPE OF APPOINTMENT CAREER ***** 1917144 TENFORERY 84 4 99 CANNOT ALL STATE MATERIA X . Ahouse CAREER-PROVISIONE (See metrictime . Settim C) SPECIAL ISPECTION STAFF AKONT special (Specify) REPORTING PERIOD (FAM: 10) I. DATE REPORT DUE IN A.P. 1 November 1971 - 30 September 72 30 November 1972 SECTION B PERFORMANCE EVALUATION Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action about sample from gounseling, to further training, to placing on probability to reasingment or to separation. Describe aution taken U-Unsatisfactory Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions M-Morginal mended should be described. P-Profisient Performance is satisfactory. Desired results are being produced in the manner expected. S-Strong Performance is characterized by exceptional proficiency. O-Outstanding nce is so exceptional in relation to requirements of the work and in comparison to the performance of others deing similar work as the warrant special recognition. --SPECIFIC DUTIES List up to six of the most imperiors specific duties performed during the rating period. Insert rating lister which best describes the manner in which employee sectorms EACH specific duty. Consider ONLY effectiveness in performance of that duty. All *employees* with supervisory responsibilities MUST be rated on their ability to supervisor fundicate number of employees auperviseds. SPECIFIC DUTY NO. 1 Staff Agent physically located witin a BKCROWN technical operation responsible for the day-to-day protection 8 of our equities in this operation SPECIFIC DUTY NO. 2 MATING Responsible for the complete maintenance of all technical equipment used in this joint operation 0 PECIFIC DUTY NO. 3 Tochnical supervision and training of fourteen agents S SPECIFIC DUTY NO. 4 RETTER Maintaining good personal and managerial relationships with the personnel involved in this operation for the purpose of enhancing S its overall effectiveness SPECIFIC DUTY NO. 5 Responsible for the secure and efficient delivery of all materials on a daily basis 8 BATING Responsible for the accounting and administrative functions involved in this operation which includes funds totaling over S \$3,000 US dollars monthly. OVERALL PERFORMANCE IN CURRENT POSITION Taka into account everything exque the employee which influences his effectioness in his curren formunce of specific duties, productivity, conduct on job, cooperativeness, persuent personal truits in habits, and particular limitations at talents. Bused on your knowledge of employee's averall performance guing the rating period place the latter in the rating too corresponding to the statement which most accurately reflects his level of performance. 5

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SECTION C	NAPRATIVE COMMENTS
overall performance. State sugge on foreign language competence, basic for determining future pers in 11 state of recepture, parce, e section C. attento a sensione sha	weaknesses itemposetrated in current pasition here no in project netapocitive their relationship to retions maile for interprevenent of mail posternames. There recommendations for reclaiming. Comment if required for current pasition. Amplify or exp. an experit go given in Section 8 to provide best pasitive action. Munnaged performance of manageries or supersisory duties and cost comprises supersisory duties and cost comprises supersison duties. If extra space is needed as complete of a page.
worked with Subject B are intended to However, it is also last two fitness re	rd, it must be stated that the rating officer has only t since 26 July 1972 and the ratings listed in Section cover the period of 26 July through 30 October 1972. It is stated at this time, after having reviewed Subject's eports, that Subject's former rating officer who by 1972 would probably concur in the ratings for the I this report.
twelve years and hi outstanding level. equities in this of the way he handles they treat him as	been running the same delicate operation for the past is performance then and now continues at the strong to Subject is constantly on the alert to protect our peration and this alertness is clearly demonstrated in his relations with his Mexican counterparts. While one of them", they do not overlook the fact that he is ide supervisor of the operation.
in this operation i equipment maintenan tion. Subject main fixed schedule for the equipment actua	lity to maintain the outdated and overused equipment soutstanding. His high degree of capability in ce is definitely a money saving factor to the operatains a first echelon maintenance program and has a dismantling, examining and repairing worn parts before thy breaks down. His perseverance in the maintenance he operation from ever experiencing a complete loss of
ECTION D	CERTIFICATION AND COMMENTS (CONT. d)
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6 Nov 1972	Operations Officer /5/
	BY REVIEWING OFFICIAL
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ubject's performanties over the past	nd ratings above are an accurate description of ce. I have been in a position to review his activithree years and I have found his work to be con-
istently high. Of	particular note I find his concentration on details
n reporting and acc	counting, his availability for emergencies, coopera-
as been in grade si	his technical specialty to be commendable. Subjectince May 1965 and is deserving of a promotion. We
III CONTINUE to mak	ze such recommendations.

Deputy Chief of Station //

6 Nov 1972

FITNESS REPORT -

SECTION C (CONTINUED)

coverage due to an overall technical broakdown of the equipment.

Subject has a promptness and security consciousness about the entire operation and making clandestine meetings with his inside case officer that manifests a high degree of professionalism in his character. His dedication to getting the job done rapidly, efficiently and securely is yet another example of his professionalism. He works long and often extra hours without hesitation and is always available when called upon to perform special tasks.

Subject handles the black bagging of funds and the administrative functions of this operation in an excellent manner. His accountings are well prepared, detailed and always submitted on time. The accountings always reflect Subject's cost consciousness.

In summation, Subject executes all six of the specific duties listed under Section B of this report in a very strong professional manner. Subject is a definite asset to the success that this operation has enjoyed over the years and his absence from the scene for any prolonged time would have adversely affected the operation.

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SECTION C .	NARRATIVE COMMENT	\$
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the equipment actua	11y breaks down. His pers	severance in the maintenance
program has saved t	he operation from ever exp	periencing á complete loss of
SECTION D .	CERTIFICATION AND COMME	NTS (cont'd)
i,	BY EMPLOYEE	· ·
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT
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O NOV 1972	SIGNATURE OF EMPLOYEE	1 Can Carle
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6 Nov 1972	Operations Officer	/s/
	BY REVIEWING OFFICIAL	
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	nd ratings above are an ac	
Subject's performan	ce. I haye been in a posi	tion to review his activi-
ties over the past	three years and I have fou	nd his work to be con-
sistently high. Of	particular note I find hi	s concentration on details
in reporting and ac-	counting, his availability	for emergencies, coopera-
tion and ability in	his technical specialty t	o be commendable. Subject
ias been in grade si	ince May 1965 and is deser	ving of a promotion. We
ATTI COULTING TO WO	ce such recommendations.	i
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ATL .	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PHINTED NAME AND SIGNATURE
<u> </u>		/s/ George A. Fill
6 Nov 1972	Deputy Chief of Station	/ 3/ George #1 1111

FITNESS REPORT -

SECTION C (CONTINUED)

coverage due to an overall technical breakdown of the equipment.

Subject has a promptness and security consciousness about the entire operation and making clandestine meetings with his inside case officer that manifests a high degree of professionalism in his character. His dedication to getting the job done rapidly, officiently and securely is yet another example of his professionalism. He works long and often extra hours without hesitation and is always available when called upon to perform special tasks.

Subject handles the black bagging of funds and the administrative functions of this operation in an excellent manner. His accountings are well prepared, detailed and always submitted on time. The accountings always reflect Subject's cost consciousness.

In summation, Subject executes all six of the specific duties listed under Section B of this report in a very strong professional manner. Subject is a definite asset to the success that this operation has enjoyed over the years and his absence from the scene for any prelonged time would have adversely affected the operation.

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ECTION B		PERFORM	LANCE EVA	LUATION					
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M-Morginal	Performance is deficient in se taken or recommended should	ome expects. The red d be described.	asons for assign	ing this rating	should be	stated in Sec	tion C	and reme	idial action
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NARRALIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for ingressment of work performance. Give recommendations for training, Comment on foreign language competence, if required for chieffits as ships. Ampliff, or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

It would be natural to project the life rating officer after an additional year of working on a daily basis with Subject, would cease to be so completely impressed with the performance of this individual; in the normal course of events we all tend to slip here and there and on occasion do less than our best. However, reflecting back over these past thirteen months I can honestly state that Subject has continued to do an exceptional job of near perfection. He has not missed or been late for a meeting; he in each instance brought to us the materials we have needed; the basehouse has continued to run like clockwork; he has, in sum, met each and every requirement expected of him.

In his day-to-day performance Subject continues to save us a great deal of money not only by being economical in the way he purchases and uses supplies but additionally by keeping equipment in operation which is not used any longer in any JKLANCE operations. (Visiting technicians are always amazed to find the equipment both in use and functioning substantially as it was on the day it was installed).

In a less tangible way we are in debt to Subject for the invaluable contribution which we believe he made in maintaining our equities

-continued

SECTION D	CERTIFICATION AND COMME	NTS	
1.	BY EMPLOYEE	<u> </u>	
7716	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	C OF THIS REPORT	
24 February 1971	SIGNATURE OF EMBLOYEE		
2.	BY SUPERVISOR		
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	E
24 February 1971	Operations Officer	/s/ Jr.	•
3.	BY REVIEWING DEFICIAL		
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24 February 1971	Deputy Chief of Station	/s/ George A. FILL	

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in this basic and important activity through the recent change of government. There is little doubt in our minds that the new principals of the COM appreciated in a very genuine way the professional standards which Subject alone was responsible for in this operation (their own representatives had been less than effective) and opted without hesitation to continue with us in the operation and to retain Subject in his position as the individual technically responsible.

Therefore, we look forward to having the services of Subject indefinitely and so long as it is in his own interest to remain here; we know it has been, is now and will continue to be in the best interest of JKLANCE.

COMMENTS OF REVIEWING OFFICIAL

The Station needs him, cannot do without him and cannot find any fault in his performance. Perhaps from his limited technical standpoint he is outstanding.

Retiewed by CP, TD/PPR

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	FITN	ESS REPORT				006830	HIRE NUMBER
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SECTION B		PERFORMANC					
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SECTION C	NARRATIVE C	OMMENTS	
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early pick-up of permitted him to "finest") and we indefinitely. Pr	materials; his matur work a decade with l are looking forward actically speaking,	ity and flexibility had a second types who are to his remaining here he is irreplaceable. coesful "deep cover"	not This, we
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6 January 1970	Ops Officer		Jr.
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FORM 45 USE PREVIOUS EDITIONS

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SECTION C HARRATIVE COMMENTS

14-00000

Indicate significant strongths or weaknesses demonstrated in current position keeping in proper perspective their relationship to everall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign congrugate competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, sautomate and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject Staff Agent continues to be the outside Case Officer for the LIENVOY Project, a position he has held for the last 9 1/2 years. This assignment requires that Subject work full-time in relatively close quarters with Mexican assets. He has adapted well to such a working arrangement and has developed a smooth and efficient working relationship with the assets involved in the day-to-day LIENVOY activities.

He and his family also have adapted well to living conditions demanded by his non-official cover and have caused no security or administrative problems for the Station during the tenure of the present supervisor.

As the primary technician for repair and maintenance of the LIENVOY equipment, this officer has been outstanding. The equipment has operated more than 50,000 hours since its installation and remains in good working condition. His ability to instruct the Mexican personnel in equipment use and operation is attested by the hours-run and present condition.

This officer's tasks require that he be on the job by 0700 hours each morning in order to arrange, log and deliver the product to a -continued-

SECTION D	CERTIFICATION AND CO	MMENTS
l.	BY EMPLOYEE	
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT A
30 June 69	SIGNATURE OF EMPLOYER	18/ Charles Flick
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 June 69	Ops Officer	James E. Anderson /s/
3.	BY REVIEWING OFFICE	AL .
		formance and the contribution LIENVOY Project, the

Because of this Staff Agent's fine performance and the contribution he makes to the smooth-functioning of the LIENVOY Project, the Reviewing Officer concurs fully in this report and recommends that Subject be considered for promotion to GS-14.

30 June 69 Chief of Station Winston Scott /s/

SECRET

NARRATIVE COMMENTS - continued

SECTION C

14-00000

Station Officer by 0800. He has not been known to complain about. such early working hours or the long hours involved.

Subject also is responsible for paying the salaries of the assets and accounting for operational expenses and local procurement. As mentioned in previous Fitness Reports, he is very conscious and diligent in carrying out his administrative responsibilities.

This Fitness Report should be considered in conjunction with the last Annual Report which was forwarded in January 1969 and which is still valid as far as ratings and narrative comment are concerned.

	FITNESS REPORT		EMPLOYER SERIAL	-
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ECTION C	HARRATIVE (COMMERT

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For the past seven years, this officer has been and loutsill displorate for the LIENVOY listening post. He was promoted to 98-13 on 23 May 1965 and he continues to perform his duties with exceptional proficiency particularly in the care and maintenance of the technical equipment. This equipment has run for over 35,000 hours without a major breakdown.

In addition to maintenance of the equipment, this officer dispenses funds for payment of agent salaries and operating expenses.

This officer works continuously with indigenous personnel and has maintained a smooth working relationship. He has adapted well to living outside and to the life of a Staff Agent.

During 1966 this project produced 8,644 reals of raw take and 18,766 pages of transcripts which accounted for a considerable volume of positive intelligence. This project has been cited by Readquarters as outstanding for its production of positive intelligence and for the procedure used in processing the raw take. This officer's performance has made a major contribution to the effectiveness of this project.

SECTION D	CERTIFICATION AND CO	BOKENTS
1.	BY EMPLOYER	
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UNDER MY SUPERVISION	OPPICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND SIGNATURE
17 Jan 1967		

This officer has performed excellently in the running of the LIENVOY plant and in this regard I concur with the above. It is my impression, however, that Archart could improve effectiveness of the unit by better acquainting himself with station objectives and

relating this to day to day ops. I have discussed this with him and-COS.

13 March 1967

C/VH/1 W.J. Kaufman (4)

SECRET

				EMPLOYEE SERIAL	UMBER
,	FITNESS REPORT			006830	
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	bruary 1968			December 1967	
SECTION B	PERFORMA	NCE EVA	<u>LUATION</u>		
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S - Strong	Performance is characterized by exceptional			t in a profiction mainer.	
	Performance Is so exceptional in relation to others doing similar work as to warrant spec	requiremen	its of the work and	in comparison to the perform	ance of
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sannar in which o	he most important specific duties performed d motogoe performs EACH specific dury. Consi esponsibilities MUST be rated on their ability	Ider ONLY	offectiveness in pe	rformance of that duty. All	employed I RATING
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			Secretary Aug.		

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SECTION C	NARRATI'E COMMEN	rs
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Subject has d	es. evaloàed a working knowle	dge of the language sufficier
for routine commun	ication with the local an	ents. He has also adjusted
well to the life of		- Haring arms angles to a
The only weaki	ness in this officer's as	signment is a lack of real
		ependent on the Station for
		as well as an operational to of eight years there has
		of cover is concerned and
no funds have been	lost. This officer is a	very conscientious worker
who puts in long he	ours(beginning before seve	en a.m.) in the fulfillment
of his various task	ks. His performance make:	s a major contribution to
the effectiveness of SECTION D		
i.	CERTIFICATION AND COMMI	<u> </u>
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		• •
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The Reviewing	Officer concurs complete	ly with this report.
This officer	is a vital part of a prov	en operation of ireat
value to this Stat	Ion and to WOF IRM.	· · · · · · · · · · · · · · · · · · ·
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AIE	OFFICIAL TIPLE OF REVIEWING OFFICIAL	TYPED OR PRINTED MAKE AND SIGNATURE
16 January 1968	Chief of Station	
		Winston D. Scott
	くとアカモマ	

SECTION C

14-00000

NARRATIVE COMMENTS

(CONTINUED)

his requests. His ability to supervise the proper handling of the equipment is again verified by the number of hours each piece of machinery has operated. Subject officer has a working knowledge of the Spanish language which enables him to conduct pertinent conversations with the local agents.

The officer is responsible for paying the salaries of the agents, local procurement and other operational expenses. He has proven to be notably cost-conscious in carrying out this responsibility. His monthly accountings are accurate and submitted in regulation form.

Subject officer's overall performance makes a major contribution to the effectiveness of this complex and valuable technical project.

This Stalf Agent was promoted to his present grade on 23 May 1965.

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SECTION C

14-00000

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain tatings given in Section B to provide best basis for determining future personnel action. Magnet of performance of managerial or supervisory duties and cost consciousness to the experiment of personnel, space, equipment and funds, must be commented on, if applicable. If extra space, equipment and funds, must be commented on, if applicable. If extra space, is needed to complete Section C, attach a separate sheet of paper.

This Staff Agent is the outside tase office; for the LIENVOY Project and has had this position for the past nine years. As such, he has shown the ability to fit into the unofficial life required and to work full-time in relatively close quarters with indigenous personnel.

Subject officer has shown an outstanding ability to diagnose equipment problems and to resolve same in an expeditious and thorough manner. This is evident by the fact that the equipment has operated almost 50,000 hours without a major breakdown which would cause a closure in the coverage.

As the outside case officer, he protects WOFIRM's interest in the basehouse and also logs and delivers the product to the in-Station case officer on a daily basis. Because of the perishable nature of the product, he must report for duty before 0700 hours each work morning in order to log and deliver the production to the Station contact.

This officer works continuously with indigenous personnel and supervises their use of the equipment. He has developed a smooth working relationship with these agents and they are responsive to (continued)

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ing post, He was	promoted to GS-13 on 23	May 1965 and the Font	Inves to
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			PERFORMANCE
CTION E			

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Stress strengths and weaknesses demonstrated in current position. Indicate suggestions mude to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining falure personnel actions.

This officer has edayted himself to the role of staff egent in a most comunication manage.

His primary duties are the protection of KIEARK interests in the maintenance of technical equipment in a base thich monitors over thirty telephone lines on a tranty-four hour schedule and the supervision of ten Mexican monitors the also work in this installation. This officer has performed these duties in a quiet, efficient and creditable sames, thus reducing the escent of time formerly epent by Station Case Officers in going to the bace and trying to supervise the work there. At present no persons in the Station violt the base during work hours and only the 608 is known to the two ranking Mexican agents.

Policy decisions are of course sale by the COS and LIEURART but this officer is the responsible Cess Officer for the LIETVOY project. The remarkable sensor in which he has performed his duties during the pest year is reflected in the smoothness with which the project now reas.

Based on the surfied improvement pines the last officiency report, the COS recommends that this Officer be returned to Marieo after home leave in mid-1962. It is also secondaded that this officer be considered for promotion to 68-13.

SECTION F	CERTIFICATION AND	COMMENTS.
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23 January 1962	Chief of Station	/s/ Winston H. Spott

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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, it appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D-to provide the best basis for determining future personnel actions.

14-00000

This officer is an extremely willing and hard worker. From the technical standpoint his performance is satisfactory in every sense. He devotes long hours to keeping the equipment in perfect working order and is always willing and ready to accept any extra assignment given him regardless of his personal and family commitments. His principal weakness is his almost total inability to write clear, concluse reports. Because he lacks aggressiveness and due to his limited knowledge of the Spanish language he has been unable to provide first rate case officer control over the LP under his command. This is at least partially due to the fact that the indigenous personnel resent to some extent being under the control of a PBPRIMER and prefer to take instructions from the indigenous case officer (LIENVOY/2). This is not because of the KUBARK Case Officer's personality but because of pride of nationality. As a matter of fact, this officer has a very pleasant personality and gets along well with his co-workers. With respect to this officer's potential and future development the rating officer recommends that at the conclusion of his present tour in June of 1962 that he be reassigned to Headquarters for extensive training. This training period should include basic english reports writing and trade craft. If he is to continue as a technical case officer he should also have further technical training depending upon his future assignments.

SECTION F	CERTIFICATION AND COM	MENTS				
1.	BY EMPLOYEE					
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2.	BY SUPERVISOR	од укажентення мененция на ответительного в воздания. Подобления пост и мененция пост и чествення пост поставления в подобления в поставления в поста				
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1 Feb 61	Chief of Ops	/s/ John B. Brady				
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1 Peb 61	Chief of Station	/s/ Winston M. Scott				

Fitness Reports Covering Derico

NR-CPD

28 June 1973

MEMORANDUM FOR: Mr. Charles E. Flick

THROUGH

14-00000

: Chief, WH Division

SUBJECT

. Certificate of Merit

- 1. I am pleased to notify you that the Certificate of Merit will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/s/ R. L. Austin, Jr.

R. L. Austin, Jr.

Recorder

Honor and Merit Awards Board

Att

Distellution:

0 - Addressee

1 - C/WH

4"- OPF w/form 600

1 - Exec Sec/HMAB

1 - Recorder/HMAB *

STATE

ADMINISTRATIVE -- ..

DEPARTMENT OF THE ARMY OFFICE OF THE ADJUTANT GENERAL U. S. ARMY ADMINISTRATION CENTER ST LOUIS. MISSOURI 63132

LO USAR: T-07-23191 10 July 196?

SUBJECT: Active Duty for Training

TO:

MAJ CHARLES E FLICK 01 640 454 SIGC USAR Con Gp (Mob Des) USAAC

Apartado 41510, Correo Admon #41

Mexico City, Mexico

TO 145. By direction of the Secretary of the Army, you are patient to ASTIVE DUTY FOR TRAINING for the period indicated, plus any allowable time necessary to perform travel. Travel indicated is necessary in the military service. You will proceed to the organization and station to which attached in sufficient time to report on data specified. Upon satisfactory completion of the period of active duty for training indicated, unless sooner relieved or extended by proper authority, you will return to the place where you entered on active duty for training and stand relieved therefrom. Travel by public carrier (land, sea, or air) is authorized. This is a permanent change of station order. Travel of dependents and shipment of permanent change of station beight allowance is will authorized. Shipment of temporary change of station weight allowance is authorized, individual clothing items in your possession will be taken to the training installation in accordance with previous instructions. At least one copy of orders will be carried on person in your immediate possession subsequent to deep provide the training site until return home. to departing for 'the training site until return home.

Accounting classification: FY69 2182070 32-1218 P3221.2000-11, 12 P3226.0000-21 \$49092 ON AA-C370 Subject to Availability of Funds

Attached to: USA Element (SD5888), HQ, USSOUTHCOM Quarry Heights, Canal

Zone dy/w Intel Directorate J2

Reporting Place: See attached to

Security clearance: TOP SECRET

Authority: 10 USC 270 (a) (2)

Home of record: Same as above

MCS: 2120

Social Security No: 550 22 5259

Period of duty: 12 days

(Excl of tvl time)

Reporting date: NLT 0800 hrs 17 Jul 67

Basic Pay Entry Date: 3 Jan 41

Special Instructions: FO making payment under the above allotment will mail I copy of the paid voucher to: CO 1646 Mob Dsg Det (STAFF: JICS) P. O. Box 24, Pt Myer Station, Arlington, Virginia

22211

BY ORDER OF THE SECRETARY OF THE ARMY:

DISTRIBUTION:

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TIB. INDICATE IF YOU DESIDE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFEREN FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2, B 2 (for lat. 2nd. and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOU TOUR.
EXTEND TOUR MONTHS AT CURRENT STATION TO
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BE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
DE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
RETURN TO MY CUMMENT STATION
TO BE COMPLETED BY FIELD STATION
It is strongly recommended that return to Mexico City for his next tour. As indicated in his recent fitness report, he is practically irreplaceable.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
3. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE. HIS PREFERENCE FOR HEXT ASSIGNMENT. AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND THAINING.
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FOR USE BY CAREER SERVICE
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11. PRITERING FOR NEXT ASSIGNMENT:
TIAL DESCRIBE BRIEFLY THE TYPE OF BORK YOU BOULD PREFER FOR MELT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN STEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
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IIB. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHICKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 8 3 (for let, Ind. and Jrd choice) in remaining boxes. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
EXTEND TOUR MONTHS AT CURRENT STATION TO
(DATE)
BE ASSIGNED TO HOUTES FOR A TOUR OF DUTY: INDICATE VOUR CHOICE OF DIVISION, STAFF OR OFFICE.
BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 137 CHOICE
XXX RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
in consideration of the experience and personaunce of the employed and his preference for next assignment. Indicate your recommendation for his next assignment and requested that this officer be allowed to return to his present position for another tour, after home
leave.
He would be one of the most difficult persons in this Station to replace; he is peculiarly and very excellently fitted for the exacting, difficult and very key job he occupies.
TO BE CONFLETED BY AFP POPPLATE HEADTH ANTERS OFFICE
S. IN CONSIDERATION OF THE EXPORTANCE AND PERFORMANCE OF THE EMPLOYEE, HIS EMPERATION E FOR NEXT AS ACCOMMENT, AND THE STAFFING REQUINEMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSECUMENT AND TRAINING.
WH concurs in Subject's request for home leave
In May 1968 to be followed by a new tour.
DATE (Pale () TITLIC/WH/Personnels: Shature Henry E. Berthold
FOR USE BY CAREER SERVICE
Home leave in May 1968 and return to Mexico City for new tour. ### Body to the Company of the C
CABLE NO.
CAREFOR SERVICE REPRESENTATIVE SC. B. Edward DATE: 23 FALL 32

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FIELD REASSIGNMENT QUESTIONNAIRE	
OF COMPLETE : FOR HEADQUARTERS USE O	DIL Y
DATE(from 100 5.1) NAME OF SUPERVISOR (21 June 1963 Winston M. HEADQUARTERS UNES AND LI C DENIGUAN	Scott 21 June 1963
TO BE COMPLETED BY EMPLOYEE	
Staff Agent	July 1960 21 June
Mexico City	THE FROM FIEL SED 196 TOTAL SPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
	TO BE COMPLETED BY EMPLOYEE UNRELTED BY EAST OF STATE OF STATE OF STATE OF STATE OF SUPERVISOR (21 June 1963 Winston M. HEADQUARTERS WESS AND 17. BELOS: TO BE COMPLETED BY EMPLOYEE UNRENT POSITION TITLE AND GRADE Staff Agent CURRENT STATION ON FIELD BASE

Staff Agent reponsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.

Responsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.

. PREFERENCE FOR NEXT ASSIGNMENT:

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- PREFERENCE FOR NEXT ASSIGNMENT:

 4. SMITE A GRIEF DISCRIPTION OF THE TYPE OF MODE TOU MOGEN PREFIX FOR YOUR NEXT ADDIGNMENT OF IT DIFFERS FROM
 THAT INDICATED IN ITEM NO. 8. ABOVE. IF YOU HAVE WOSE THAN ONE PREFERENCE. INDICATE YOUR CHOICES.
- 1. Assigned to WH Division, Mexican Desk, as desk officer with reponsibility for technical operations.
- 2. TSS Division, assigned to WH Division desk.
- 3. Any position where it is felt that I can best serve the organization.

B. INDICATE WHAT THAINING YOU BELIEVE YOU SHOULD HAVE IN CAUIR TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Mindelle to the Control

b. Privilence full hert assignment (consonerd)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT &	t institution numbers 1. 2 And 3 (for jut, 2nd and 3nd chaice)
RETURN TO MY CURRENT STATION	·
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	NICE TSS- WIL DOBLESSO, CHOICE WE-5 THE RESPECT TO POSSIBLE REASSISSMENT TO ANOTHER FIELD STATION.
INDICATE CHOICE OF OCCURAPHIC AREA OR 3PC	CIFIC STATION, BASED ON QUALIFICATIONS:
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10. HOW MUCH LEAVE DO YOU DESIRE BETFREN ASSIGNMENTS?	INDICATE NUMBER OF BORK DAYS 30
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS THE WILL	SE TRAVELLING OR MOVING BITM VOU:
Wife; Son, Michael, age 17; Son, Ch	aristopher, age 12.
114. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SI ASSIGNMENT	TUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT
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	ET. TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. PERVISOR AT FIELD STATION
	MANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT TATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT
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	possible, this employee be given the
	signment. He has performed excellently
in Mexico.	
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	T. TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
TO BY COMPLETED BY APPROPRIATE CARTER SERVE TO, IN COME TENATION OF THE PAST EXPERIENCES AND PROFESSION	CE OFFICER OF PERSONNES OFFICER AT HEADQUARTERS INTO OF THE EMPLOYEE, MIN EXPENSES PREFERENCE FOR SEXE
CO SHE BY REPRESENCE OF THE RELEASE OF THE CONTRACTOR PROCESS OF THE PROPERTY AND THE RELEASE OF THE PROPERTY OF THE RESEARCH OF THE PROPERTY	WONERT TO PHICH HE IS CORRENTLY ASSIGNED, INDICATE YOUR CO
WHD recommends one year exte	nsion of present tour.
In subsequent correspondence	
to the extension.	
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ROBERT D. CASHMAN	
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	TO BE COMPLETED BY EMPLOYEE	
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esponsible for the sur	pervision of 10 Mexican agent monitors	and transcribing
nd maintenance and se	ervice of all technical equipment used	in the project
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PREFERENCE FOR NEXT ASSIGNMEN		and described the Controlled Section 201 the Section 201 to the Sectio
	OF THE STRE OF WORK YOU BOULD PREFER FOR YOUR NEXT. B. ABUFE. IF YOU HAVE MORE THAN ONE PREFERENCE.	INDICATE YOUR CHUICES.
Assigned to WH DIVI	sion, Mexican Deak, as desk officer w	
technical operations.		ith repossibility for
TSs Division, assign	ed to WH Division desk.	
Any position where it	t is felt that I can best serve the organ	
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s. PRIFERENCE FOR NEET ASSIGNMENT (continued)	
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12. SIGNATURE: COMPLETE ITEM NO. 3-1, TRANSMITTAL SHEE	
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13. IN CONSIDERATION OF THE PAST EFFERIFICE AND PERFORM ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE ST AND TRAINING.	ATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT
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IS IN COMPLETANCE OF THE PAST EXPERIENCE AND PERSONN ASSEMBLE OF THE STATE OF THE CON- THE CONTROL OF THE CONTR	PONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR
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Will) recommends one year exte	asion of present tour.
In subsequent correspondence	has agreed
to the extension.	
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TO MAME OF CAREER SERVICE OFFICER OF PERSONNEL OFFICER	SIGNATURE
ROBERT D. CASHMAN	The fall of the same
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15 March 1963

MEMORAHDUM FOR: Socretary, C8/C8 Agent Panel

SUBJECT:

Recommendation for Promotion to Grade 08-13

FLICK

1. After brief service in Tokyo he performed a variety of functions with different staffs and divisions, thus acquiring broad experience. Since June 1960 he has been on assignment in Mexico City.

- 2. In Mexico is in charge of a very large technical operation with several dozen employees. The productions of this operation is tremendous and the technical problems to be met are intricate. It manages the project and its many native staff experts smoothly. No problems seem to arise. Security has been maintained faultlessly. It is a bold, bluff, and hearty man without a worrisome fiber in his make-up. He is capable of many kinds of work and will try enything.
- 3. It is recommended the second to grade CS-13.

J. C. KING/or Chief,

Western Homisphere Division

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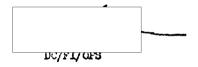
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MEMORANDUM FOR: Chief, FI

SUBJECT: Comments on attached agenda list dated 19 May 1960.

1. Is the principal case officer and technician handling the LIENVOY operation in Maxico City. As you know, we are avaiting the response of the Chief, WH division to the Chief, FI 's recommendation, 17 May 1960, that we gradually withdraw from this operation. I would suggest that the proposed change of status for from SE to SA be postponed pending the decision re the future of the LIENVOY operation.



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FORM 1451a

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FORM 1451a

14-00000

SECRET

14-107

S-8-C-R-E-1

13 June 1960

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF

REGULATION 20-165, DATED 10 FEBRUARY 1959 CONCERNING THE PERSCHAL

CONDUCT OF AGENCY EMPLOYEES OVERSEAS.

7-8-2-8-2-Z-2

MEMORANDUM FOR: Chief, Contract Personnel Division

ATTENTION : Dot Kreinheder

PROM : Deputy Director of Security (Investigations

and Support)

SUBJECT

14-00000

Flich. Julia ?

1. Reference is made to the memorandum dated 16 May 1960
1. which a covert security clearance was requested to permit
Subject's conversion from Staff Employee to Staff Agent, GS-12,
DDP, VH/3, Operations Officer in Maxico City, Maxico in connection
with Project LIENVOY under non-official cover.

- 2. This is to advise that a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
- 3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your Attention is called to the fact that a covert security eleganate does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you sould desire at a later have to change the norths or use of this individual, a request for clearance to cover may proposed change should be substitute so this office.
- 5. This clearance 'ecomes invalid in the event the Subject's services are not utilized within six months of the date of this Lemorandum.

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Carred H. Hall

FOR THE DIRECTOR OF SECURITY:

S-E-C-R-E-T

Prosecular Actions & Documents
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